

2022 NOVOCURE

environmental, social & governance report



novocure®

table of contents

INTRODUCTION	p. 03
ABOUT NOVOCURE	p. 05
PATIENTS	p. 10
EMPLOYEES	p. 15
COMMUNITIES & ENVIRONMENT	p. 23
CORPORATE GOVERNANCE & COMPLIANCE	p. 28
QUALITY & SAFETY	p. 37
APPENDIX	p. 41



letter from the CEO



Novocure was founded over 20 years ago on the idea that our novel therapy, Tumor Treating Fields (TTFields), could be harnessed to disrupt cancer cell division and extend the survival of patients diagnosed with aggressive cancers.

Since that time, we have treated over 27,000 patients and expanded our global footprint to treat patients in 10 leading markets. In the coming years, we expect to complete studies that could lead to the use of TTFields therapy in the treatment of numerous solid tumor cancers. The future is bright for Novocure, and we look forward to potentially impacting the lives of many more patients.

From our Device Support Specialists assisting patients throughout their TTFields therapy journeys, to our product development teams exploring potential improvements to our device, every person at Novocure keeps the needs of our patients at heart. Patient wellbeing has been at the forefront of our mission since our founding, and we expect that same patient-forward focus from our team as we anticipate growth in the years to come.

As we near an inflection point for our business, the need to act with integrity and empathy has never been stronger. We are committed to operating honestly, responsibly, and ethically in all of our interactions. We believe our commitment to these principles enables us to be the best possible partner for all of our stakeholders, including our patients, caregivers, employees, families, communities and shareholders. Our commitment to our values will be integral to our future growth as a company, and we look forward to updating you on our progress.

Sincerely,

A handwritten signature in black ink that reads "Asaf Danziger". The signature is written in a cursive, flowing style.

Asaf Danziger,
Chief Executive Officer

letter from the CFO



At Novocure, our patient-forward mission connects and inspires us.

We are driven by a deep commitment to extend and improve the lives of cancer patients around the world. But we know that achieving this goal requires more than just developing innovative technologies and treatments. It also requires a focus on the broader environmental, social and governance (ESG) issues that shape the world in which we operate.

We take this responsibility seriously, and we constantly look for ways to drive positive change. Novocure's Nominating and Corporate Governance Committee oversees our ESG policies and practices, and I proudly lead the ESG working group, which embeds ESG priorities throughout our organization. Throughout 2022, we took concrete steps to advance our goals.

On the environmental front, we recognize that climate change and other environmental challenges affect the health of our planet and our communities. As stewards of our planet, we must be mindful of the environmental impact our operations have and take actions to reduce the impact wherever possible. Within Novocure, that means reducing carbon emissions associated with business travel, sourcing packaging materials locally when possible and expanding our efforts to re-use or repurpose equipment in accordance with relevant safety standards.

Social issues are also critical considerations in advancing cancer care. Cancer affects people from all walks of life, but the burden is not distributed equally. We must advocate for policies and practices that promote health equity and strive to ensure that all patients have access to the care and support that they need.

At the same time, we are committed to ensuring that all of our employees and partners are treated with the dignity and respect they deserve. We believe that diversity, equity and inclusion are essential to our success as a company, and we are working hard to create a culture where everyone feels valued and supported. As a part of Novocure's commitments, we are focused on developing a more diverse talent pool across all levels of the organization and we continue to support multiple work streams initiated by our Inclusion Council, including inclusive mindset and language training and heritage and identity awareness. We recently launched Novocure Women, an initiative to increase exposure, expand peer networking and provide targeted development opportunities intended to support and propel women in their careers at Novocure.

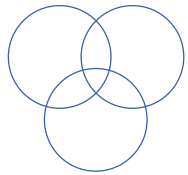
Finally, we recognize that ethical leadership and strong governance are essential to building trust with our stakeholders. We are mindful of the complex regulatory landscapes that govern healthcare delivery around the globe and maintain a steadfast commitment to transparency, accountability and compliance. We feel a great responsibility to our patients, and we are committed to providing high-quality products and ensuring product integrity and patient safety throughout the product lifecycle.

I believe ESG is about recognizing that we are all connected, and that our actions have an impact beyond ourselves. By embracing these principles, we can create sustainable value for all of our stakeholders, including patients and caregivers, employees and their families, and the wider communities in which we operate. I am inspired by the progress our employees made in 2022 and look forward to sharing continued progress in the years to come.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ashley C. Cordova'. The signature is fluid and cursive.

Ashley Cordova,
Chief Financial Officer



about Novocure

who we are

In 2000, Novocure was founded by Professor Yoram Palti of the Technion – Israel Institute of Technology. He hoped to leverage his expertise in biophysics to develop a new way to treat solid tumor cancers that would destroy tumor cells while sparing healthy tissue and avoiding many of the life-altering side effects of existing cancer therapies. Professor Palti's since-proven hypothesis was based on the use of alternating electric fields, which can kill cancer cells when applied at specific frequencies. This breakthrough ultimately led to the development of our innovative therapy, Tumor Treating Fields, or TTFIELDS.

Novocure's patient-forward approach continues to drive our mission today – together with our patients, we strive to extend survival in some of the most aggressive forms of cancer through the development and commercialization of Tumor Treating Fields. We have over 1,300 team members and operations in multiple countries across North America, Europe and Asia. We have treated over 27,000 patients, to date, and TTFIELDS therapy is currently available to treat certain types of cancer in 10 global markets.





our mission

Together with our patients, we strive to extend survival in some of the most aggressive forms of cancer by developing and commercializing our innovative therapy.



Maria Valentina Iacovone, Senior Device Support Specialist (right)

our values

Innovation

Our founders created a different way to fight cancer. We channel that founding spirit into our science, business and patient relationships to deliver innovative and proven solutions designed to advance cancer care.

Focus

We dream big. But we also know that in order to achieve our aspirations, we must be intentional every day in how we spend our time, energy and resources.

Drive

Patients and their families are at the heart of our mission. Our passion for making a difference in the lives of cancer patients fuels us in our day-to-day work and guides us in our decision-making.

Courage

It takes courage to innovate. We stand alongside our patients and stand up for them by challenging the status quo.

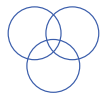
Trust

Our patients trust us as an integral part of their cancer care team. We trust ourselves and our colleagues to act with integrity and accountability as we use our individual strengths to work together efficiently and effectively in pursuit of our patient-forward mission.

Empathy

Confronting cancer is physically, mentally and emotionally challenging. We put ourselves in the shoes of our patients, their families, health care providers, researchers and our colleagues as we strive to change the way cancer is treated.





What are TTFields?

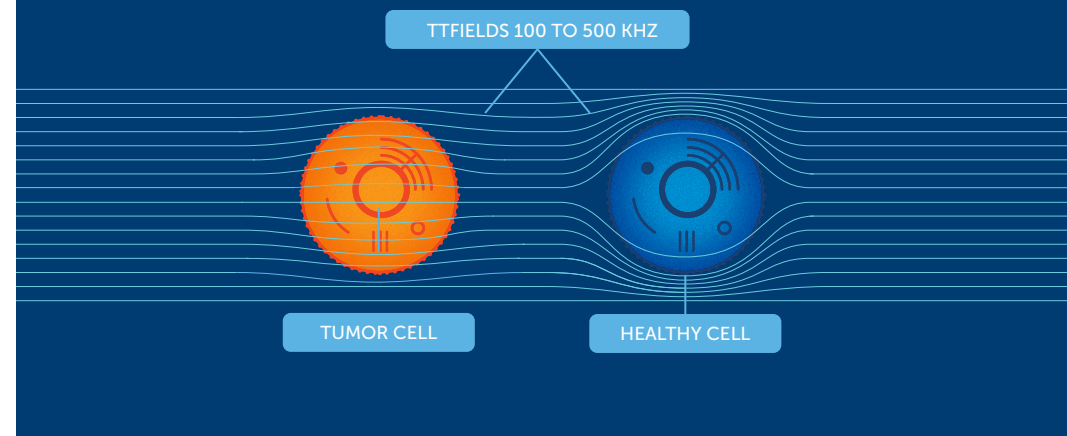
Tumor Treating Fields, or TTFields, are electric fields that exert physical forces to kill cancer cells. Electric fields have different effects on the human body depending on their frequency, leading to diverse applications in healthcare such as microwave ablation, deep brain stimulation, and pacemakers. Cancer cells contain polar cellular components that can be influenced by electric fields – introducing exciting possibilities for solid tumor treatment.

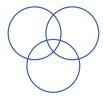
TTFields employ electric fields at a frequency range of 100 kHz to 500 kHz. The unique frequency range of TTFields allows the electric fields to be generated through the cancer cell membrane, while a lower frequency would not. The relatively high frequency range and low intensity allow TTFields to avoid depolarizing nerves or muscle, or having significant heating effects.

TTFields have multiple, distinct mechanisms of action that work together to selectively target and kill cancer cells. These include the ability to disrupt cancer cell mitosis, an enhancement of antitumor immunity, interference with cancer cell motility and migration, and the downregulation of genes important for cancer cell DNA damage repair.

TTFields spare healthy cells because they have different properties (including division rate, morphology, and electrical properties) than cancer cells. Differences in electrical properties occur at the plasma membrane and within the intracellular and extracellular environments, and become more pronounced at higher stages of malignancy. TTFields therapy's inherent properties make it clinically versatile. It can be customized via frequencies based on cell type to target a diverse range of solid tumors. TTFields can also be delivered noninvasively and locoregionally through the use of a portal device.

TTFields spare healthy cells because they have different properties than cancer cells





our devices

Novocure's commercial devices, Optune® and Optune Lua®, are approved in certain countries for the treatment of adult patients with glioblastoma, malignant pleural mesothelioma and pleural mesothelioma. Novocure has ongoing or completed clinical studies investigating Tumor Treating Fields in brain metastases, gastric cancer, glioblastoma, liver cancer, non-small cell lung cancer, pancreatic cancer and ovarian cancer.

To learn more about the capabilities of Tumor Treating Fields, visit www.tumortreatingfieldstherapy.com.



 company snapshot

10

ACTIVE MARKETS

1,320

EMPLOYEES*

27,000+

PATIENTS TREATED TO DATE**

OFFICE LOCATIONS

- Root, Switzerland
- St. Helier, Jersey
- Portsmouth, NH, US
- Wayne, Pennsylvania, US
- New York, NY, US
- Montreal, QC, Canada
- München, Germany
- Kraków, Poland
- Tokyo, Japan
- Haifa, Israel



\$538M

REVENUE (2022)

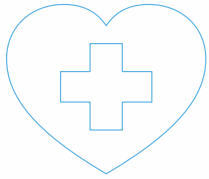
\$206M

RESEARCH & DEVELOPMENT (2022)

5

ONGOING OR RECENTLY COMPLETED PIVOTAL STUDIES**

*as of December 31, 2022 ** as of March 31, 2023



patients

Our company began with a patient-forward approach that continues today. The needs of our patients and caregivers are the driving force behind every action at Novocure.

- Patient Journey
- Engagement Programs
- Access to Therapy
- Product Innovation





PATIENTS

Our mission is clear: together with our patients, we strive to extend survival in some of the most aggressive forms of cancer.

Our unique business model enables us to directly engage with patients and caregivers from the moment we receive their prescription through the duration of their Tumor Treating Fields therapy experience.

This ongoing interaction creates a unique connection between patients, caregivers and our team and keeps patients' wellbeing at the center of every action we take. This relationship also gives us first-hand insight into each patient's unique journey and allows us to identify areas where we can improve our therapy offering and potentially alleviate additional stress for the patient. We believe this enables us to provide the best therapy to as many patients as possible.



patient journey

Novocure's contact with a patient begins when a healthcare provider submits a new order. Once Novocure receives a prescription, our team assumes the responsibility of reviewing the prescription and corresponding patient records to ensure completeness, leveraging our team's unique capabilities and minimizing the potential for administration-related delays in a patient's therapy or potential refusal of coverage.

From there, Novocure engages directly with payers on the patient's behalf. This includes both private healthcare insurance companies and government insurance providers, such as Medicare, depending on the market. Following the coverage decision of the payer, our team connects with the patient to discuss the coverage decision, any financial responsibility, and next steps in the Optune journey, including their start date.

95%

OF FIRST-TIME OPTUNE USERS WERE EITHER VERY SATISFIED OR SATISFIED WITH THEIR NCOMPASS PATIENT SUPPORT TEAM LAUNCH

When the start date arrives, often a member of our Device Support Specialist team travels to the patient's home or other preferred setting to teach the patient and caregivers about proper usage of the device. This includes an overview of the device and discussion of skin care to ensure optimal comfort and effectiveness. Following the start date, our team maintains regular contact with the patient to ensure a seamless therapy experience. In addition to regularly scheduled patient engagements, our patient support team is available 24 hours a day, seven days a week to support patients throughout their treatment, including any technical support questions, travel tips or supply reorders.







engagement programs

We recognize that the period following a cancer diagnosis can be incredibly difficult and confusing for patients, caregivers and families. Throughout our engagement with patients, we strive to provide the best possible support and resources to patients and lessen their burden whenever possible. One of the key avenues to engage with and support our patients is our Optune Ambassador program.

Optune Ambassadors are patients who have been diagnosed with glioblastoma and are currently Optune users or caregivers of patients using Optune. These ambassadors share their experiences living with and using Optune on a daily basis and serve as first-hand resources for prospective or current Optune users. Our Ambassador program offers a number of resources and avenues for engagement, including one-on-one buddy calls, webinars, live open houses and speaker programs with leading healthcare providers. Each of these programs offers a unique perspective on the Optune experience and enables first-hand connections between Optune users.



Webinars 	Buddy calls 	Open houses 	Speaker programs 
<p>Monthly, one-hour virtual calls where patients considering or new to Optune and their caregivers can learn more about Optune. Webinars also provide a live forum for Optune users to share tips and tricks about optimizing their experience using Optune.</p>	<p>Connects people with glioblastoma who are considering or new to Optune treatment and their caregivers with Optune Ambassadors by phone or video chat.</p>	<p>Two-hour live events held throughout the year for patients considering or new to starting Optune and their caregivers. Optune Ambassadors share their story followed by a question and answer session around their personal experience with Optune.</p>	<p>Clinical presentations from leading healthcare providers, discussing glioblastoma and ongoing research about the disease. Programs include a clinical presentation followed by a patient experience presentation.</p>



access to therapy

Our goal is to ensure patients and caregivers feel supported throughout their use of Tumor Treating Fields therapy. Novocure also bears the financial risk of securing payment from third-party payers in most of our active markets. Once Novocure receives a prescription from a healthcare professional, we partner with patients to ensure therapy availability. We engage directly on the patient’s behalf with commercial or governmental healthcare payers. Our expertise in payer communication and engagement enables us to support patients and minimize the burden of excessive coverage discussions with payers.

In addition to our operational efforts, we take steps to ensure out-of-pocket costs do not dissuade potential patients from beginning therapy. We pursue all avenues to ensure that Optune patients have the minimum financial responsibility under their insurance plan. We continually negotiate contracts with payers and are currently contracted with 80% of our patients’ insurers, allowing those patients to access services with the lowest possible cost share.

Novocure provides treatment at no charge to patients who meet certain criteria under our charitable care policy. Because we do not pursue collection of amount determined to qualify as charity, we do not report revenue associated with these patients, and the cost of care is included in our total cost of goods sold. In 2022, we provided over \$3 million in charitable care to patients in need.

In addition, Novocure has not implemented any price increases since 2014, excluding federal mandated inflation adjustments for Medicare fee-for-service beneficiaries.

As of March 31, 2023, our therapy is available in 10 markets globally for the treatment of glioblastoma. We continue to evaluate opportunities to enter additional markets.

\$3M+

CHARITABLE CARE PROVIDED (2022)

10

MARKETS WHERE OPTUNE IS CURRENTLY AVAILABLE FOR TREATMENT OF NEWLY DIAGNOSED GLIOBLASTOMA

500+

COVERED LIVES GLOBALLY







product innovation

Our therapy is delivered through the Optune and Optune Lua systems for the treatment of glioblastoma and malignant pleural mesothelioma, respectively. The system is comprised of three main components: a portable field generator, arrays which are placed on the skin and a battery to power the generator.

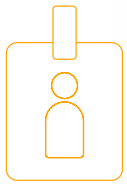
Treatment of solid tumor cancers has predominately been through pharmacological treatments, with Tumor Treating Fields representing one of the few medical devices in oncology. This provides us with the rare opportunity to continually invest in product development efforts designed to improve patient comfort and the effectiveness of our therapy. Our product development teams are pursuing a number of improvements, including next generation arrays, new treatment planning software and a third generation generator.

Recently, we launched our new arrays in select European markets. These arrays utilize new materials and are designed to improve patient comfort and wearability. They are thinner and lighter than previous versions and use polymers instead of ceramic disks, which can alleviate pressure on the patient's skin and provide greater flexibility. We believe these arrays will provide patients with a more comfortable experience. They are designed to integrate more seamlessly into daily activities. We look forward to introducing these arrays in additional markets in the future.

As we look ahead to 2023 and beyond, we remain committed to investing appropriately to explore further improvements to our therapy. Our goal is to maximize patient ease of use and comfort while continuing to explore opportunities to optimize therapy delivered.

	LIGHTER	THINNER	MORE FLEXIBLE	
new arrays	43g	1.41mm	Flexible polymer	
current arrays	66g	3.32mm	Ceramic discs	

	2022	2021	2020
Product development investment (\$m):	\$15.3	\$15.2	\$9.7



employees

Our team members are our greatest resource. Novocure is committed to attracting, developing and supporting the needs of our global employee base.

- Employee Engagement
- Performance Management
- Talent Development
- Employee Benefits
- Hybrid Work
- Diversity, Equity & Inclusion
- Safe Workplaces





EMPLOYEES

Our team members are our most important resource.

Their unique and diverse talents, experience, and determination enable Novocure to provide the best possible care for patients and will enable Novocure to reach its full potential in the future. We know that attracting and retaining talented people is driven by our patient-forward mission, commitment to competitive compensation and benefits, opportunities for growth and development, and a safe and healthy work environment.

employee engagement

We value and encourage direct engagement between senior leaders and employees at all levels across the organization. We provide multiple forums for employees to relay feedback, input, ideas and comments to ensure every voice is heard. These open lines of communication enable our executive management team to identify and pursue areas for improvement and allocate resources accordingly, with the goal of enabling each employee to be successful and contribute to the overall success of our company.

This begins with new employee onboarding. This process includes educational sessions focused on our company and therapy, our unique connection with our patients, and procedures and processes. Throughout the onboarding process, new employees are encouraged to relay feedback directly to session leaders. We believe feedback from new employees can provide a fresh and important perspective.

Each quarter, our executive management team holds a town hall. These meetings include a short presentation to review company performance and topic updates. Each town hall session culminates with an open question & answer forum, in which all employees have the ability to directly ask questions of management or provide feedback around issues.



Suzana Demulder, Heather Hatcher, Chelsea Barker, Senior Care Coordinators

We also conduct broad surveys that address a variety of topics, including employee engagement, diversity, equity, and inclusion measures. The scope of surveys can encompass the entire workforce or smaller populations within certain functions. Aggregated, anonymous feedback from surveys is presented to managers for analysis and discussion and utilized to identify areas for improvement.



Marina Kozina, Manager, Clinical Quality Assurance



Moshe Giladi, Ph.D., Chief Science Officer



Sandra Ehrle, Director, Medical CNS DACH
and **Joachim Horschitz**, Senior Digital
Communications Specialist DACH



performance management

We believe open and clear communication regarding performance is key to set up employees for long-term success and provides a platform to measure progress throughout the year. To achieve this, Novocure employs a robust goal-setting and performance review system. Each year, employees and managers take part in a multi-step process to design professional and personal goals. This includes multiple one-on-one discussions at the beginning, midpoint and end of each cycle to discuss goals, progress and achievement.

To begin each cycle, employees draft goals for the upcoming year. During this process, Novocure provides employees with a variety of educational resources designed to discuss best practices for goal-setting and how employees can best utilize the process. After drafting individual goals, employees have one-on-one meetings with their direct managers to calibrate their goals and how they contribute to the greater success of our company.

At the midpoint and culmination of each annual cycle, employees are asked to complete a self-evaluation of their progress towards annual goals. After employees complete self-reviews, each employee has a dedicated discussion with their manager, where both parties can provide feedback, discuss progress, alter goals as needed or identify areas for improvement. In concert with our patient-forward mission, we also ask employees and managers to reflect on their performance of our key values: Innovation, Focus, Drive, Trust, Courage and Empathy. We believe this semi-annual dedicated dialogue, employee self-reflection and manager input fosters greater communication and allows for optimal alignment of individual goals with broader organizational objectives.

In addition to our efforts to provide open lines of communication regarding performance, we believe it is important to recognize employees for outstanding contributions to Novocure. Each year, employees nominate and award Novocure Excellence Awards to team members who have embodied our core values: Innovation, Focus, Drive, Trust, Courage and Empathy.



talent development

We are committed to providing employees with opportunities to grow, both personally and professionally. We believe talent development is key to the future success of Novocure, and we are dedicated to identifying and cultivating the next generation of leaders within our company. Throughout the year, Novocure sponsors a number of development opportunities that allow employees to continue developing their skills and leadership capabilities.

In 2022, we expanded our NovoLEAD (Learn, Engage, Adapt, Develop) program to include new cohorts and employees at different developmental levels. This program offers employees the opportunity to develop leadership and management skills outside of their day-to-day roles. Cohorts are designed to target employees at different stages of their professional development and to enable cross-functional peer engagement. Enrollees take part in a variety of sessions including in-person classroom education, experiential education and mentoring. In 2022, NovoLEAD was expanded to include three separate programs – NovoLEAD Core (for European-based future leaders with no prior leadership experience), NovoLEAD Advanced (for advanced development of employees already leading teams), and NovoLEAD Managers (specifically designed for new leaders in the United States). Last year, 52 leaders completed NovoLEAD programs across four separate cohorts.

Last year we also introduced our Emerging Leadership Program, which targets the next generation of high-potential professionals primed to move into leadership roles. The Emerging Leadership Program takes place over nine months and includes sessions that teaches participants about foundational, reflective and visionary leadership. The program incorporates hybrid learning styles, simulations, active feedback and monthly one-on-one meetings with mentors. The first cohort of the Emerging Leadership Program graduated in 2023.



DeEtta McDonald, Territory Manager

In addition to our leadership development programs, Novocure offers a number of educational and development opportunities to employees. Our tuition reimbursement policy allows employees to obtain additional education or training to increase their skillset in their current position or prepare for advancement within the organization. Employees also have access to the LinkedIn Learning platform, which includes thousands of classes addressing numerous development topics. Last year, Novocure employees completed over 1,700 hours of development content on LinkedIn Learning. All employees also have access to our internal Learning Management System. This platform includes modules designed for Novocure-specific topics. In 2022, employees completed over 60,000 modules on our Learning Management System.

60,000+

MODULES EMPLOYEES
COMPLETED ON OUR LEARNING
MANAGEMENT SYSTEM IN 2022.



employee benefits

We are committed to providing a high-quality, affordable, and diverse benefits package to our employees. We believe a competitive benefits package is essential to attracting and retaining talented individuals and enhancing our corporate culture. We aim to provide our employees with multiple options and continue to enhance our overall benefits package with voluntary offerings that meet the needs of our teams. We offer a comprehensive array of global benefits, each designed to assist our team in achieving their physical, mental, financial and overall wellbeing goals.

To ensure competitive compensation practices, our human resources department performs broad-based market analyses twice annually. These analyses compare Novocure’s compensation and benefits packages to peers and competitors in specific geographic regions. This practice enables us to remain at the forefront of competitive compensation and ensures our employees are fairly compensated for the skillsets and drive they bring to our mission every day. In addition to these analyses, our benefits management team solicits feedback from our employee base throughout the year.

Novocure’s benefits are available for all employees who work a minimum of 30 hours per week, are effective upon hire, and may include, depending on region:

- Medical, dental and vision insurance
- Life and disability insurance
- Retirement savings plan and company contribution match
- Paid time-off
- Paid parental leave, including leave for birth, adoption and foster care
- Wellness stipend
- Employee stock purchase plan with lookback feature

We believe ownership in our business is an important piece of compensation that aligns our employees with our mission and goals. In addition to our employee share purchase plan, all full-time employees receive an equity award as part of their starting compensation package. In 2022, in recognition of the dedication and commitment of our team, Novocure issued an additional grant to all eligible non-executive level employees.

percentage of eligible employees who participated in our employee share purchase program (ESPP):

2022	2021	2020
63%	68%	66%

hybrid work

We know that a hybrid work schedule can lessen the burden on employees without sacrificing productivity or achievement. Additionally, as our workforce becomes increasingly global, we believe it is important to offer flexible accommodations to ensure productive communication across time zones. Given the needs of our employees, Novocure has adopted hybrid work guidelines where appropriate for certain employees and job functions. These guidelines encourage a mix of in-person and remote work arrangements and provide our teams with the flexibility needed to function optimally and drive results.



diversity, equity & inclusion (DE&I)

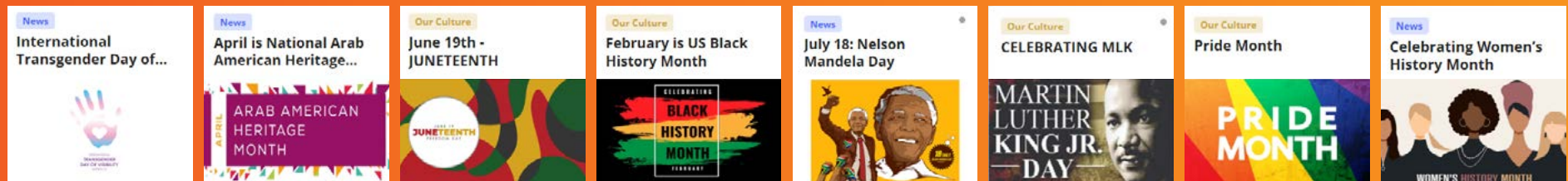
Novocure is a global organization and we believe that a diverse, equitable and inclusive workplace is paramount to our long term success. In 2021, we formed our U.S. Inclusion Council, a group composed of Novocure team members from different functions, backgrounds, identities, geographic regions and seniority levels. The purpose of the Inclusion Council is to create an environment where we value and respect the multiplicity of identities at Novocure and where every employee feels comfortable bringing their authentic selves to work. In 2022, the Inclusion Council launched several projects in service of this purpose, focusing on the 2022 U.S. DE&I Survey, Inclusive Mindset Education, Heritage & Identity Awareness and Diversity, Equity & Inclusion statement of commitment and messaging development.

One of the key Inclusion Council work streams in 2022 was the launch of our U.S. employee survey of DE&I practices across Novocure. Of the employees who participated in the Diversity, Equity & Inclusion survey, 93% at least somewhat agreed that Novocure’s senior leadership team respects and values people of all cultures and backgrounds, and 95% at least somewhat agreed that they feel like they belong at Novocure. This survey

was an important step in aggregating employee feedback in DEI measures and also identifying areas for improvement and increased awareness. In the coming years, Novocure plans to conduct employee surveys across a number of additional regions and develop initiatives based on regional needs.

Another key focus in 2022 was Inclusive Mindset Education. Multiple workshops were conducted in 2022, across a number of operational teams. Looking ahead, the Inclusive Mindset Education group is engaging with our human resources leaders to design a global, virtual learning curriculum for all employees, with launch expected in 2024.

The Inclusion Council utilized our social intranet and engagement platform, Flow, to engage with employees and enhance Heritage & Identity awareness. Through regular updates on the Flow platform (see below), members of the Inclusion Council shared history and thoughtful educational resources and provided an open platform for discussion around topics like Women’s History Month, Black History Month, Martin Luther King Jr. Day, Nelson Mandela Day, Pride Month, Juneteenth and International Women’s Day.





Novocure’s commitment to diversity, equity & inclusion

Novocure’s values of Innovation, Focus, Drive, Courage, Trust and Empathy are fundamental to our culture and our patient forward mission. Embedded within these values is our commitment to diversity, equity and inclusion (DE&I). We respect and truly value our employee’s unique identities, experiences and perspectives.

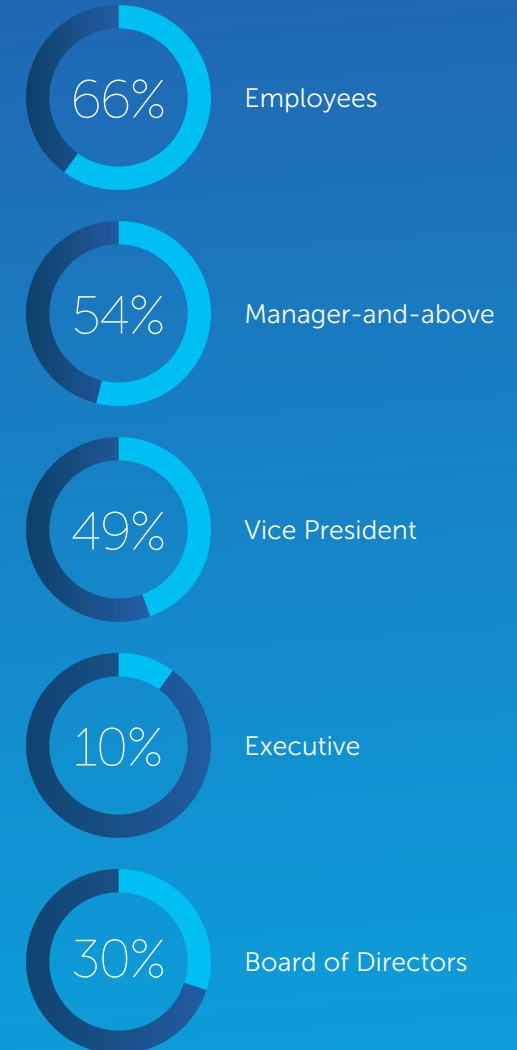
We aspire to be inclusive of all cultures, ethnicities, gender identities, abilities, experiences, orientations and beliefs. A diverse and inclusive workplace empowers our employees to deliver innovative solutions to the challenges inherent in our mission. We are united in that mission to extend survival in some of the most aggressive forms of cancer.



In March 2023, we launched a new initiative called Novocure Women to support and propel women in their careers at Novocure. We believe supporting the ongoing development of women will build a stronger foundation for the future of our organization. The program is designed to develop a community of women executives, create a safe place to expand peer networking and relationships, and establish initiatives to strengthen cross-functional collaboration.

Moving forward, our DE&I efforts will expand with events involving global women leaders across the organization. In addition to in-house engagement, Novocure has sponsored memberships for senior women leaders to private membership networks. These memberships are intended to provide leaders a platform to broaden their networks and connect with other women leaders across a variety of geographies and regions. We believe the Novocure Women initiative will provide an important growth opportunity for women leaders across our organization.

SHARE OF GLOBAL POSITIONS HELD BY WOMEN





safe workplaces

We are committed to providing all of our employees with physically and emotionally safe and secure work environments.

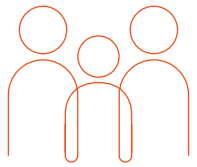
Regular health and safety training programs are provided and required for all employees. In addition to an overview during the onboarding process, employees are trained annually on topics relevant to their roles, including the correct use and location of personal protective equipment (PPE), awareness of blood borne pathogens, fire safety, ergonomics, general first aid, lab safety procedures, chemical safety procedures and biosafety. Additionally, we have a designated Global Safety Committee and a designated safety officer active within each of our global locations.

Employees are required to review and abide by our policies against discrimination and harassment at all times. Novocure strictly prohibits any discrimination or harassment on the basis of any protected characteristic. This prohibition includes verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of their race, color, religion, national origin, ancestry, age, physical or mental disability, gender, sexual orientation, pregnancy, genetic information, veteran status or any other characteristic protected by law. Additionally, physical or verbal conduct that either has the purpose or effect of creating an intimidating, hostile or offensive work environment, has the purpose or effect of unreasonably interfering with an individual's work performance or otherwise adversely affects an individual's employment opportunities is prohibited as well.



Gazala Qureshi, Lead Quality Control Inspector

All employees are required to review, abide by, and acknowledge compliance with a number of policies and procedures on an annual basis. This includes, but is not limited to, policies governing ethical business practices, compliance, reporting and investigation of alleged issues, protection from retaliation, discrimination and harassment, sexual harassment, privacy protection, conflicts of interest, intellectual property, social media, insider trading, records management, political contributions, interactions with healthcare professionals and patients, advertising and marketing, anti-corruption and bribery.



communities & environment

Novocure is committed to supporting the communities of our patients, their caregivers and families, as well as the communities where we live and work.

- Grants
- Charitable Giving
- Advocacy
- Sustainable Workplaces





COMMUNITIES & ENVIRONMENT

We are committed to being a responsible partner to all of our stakeholders – including the communities where we live and work.

We believe supporting our communities through donations, volunteering, grants and patient advocacy is key in building long-term success and supporting those in need.

grants

We are dedicated to supporting independent organizations with shared goals and values related to advancing medical care and improving patient outcomes through education grants, career development awards, charitable contributions, sponsorships and investigator-sponsored trials. Included in these contributions is funding for external organizations in support of requests for independent, unbiased, scientific, medical and patient activities.

When making funding decisions, Novocure accounts for a number of factors, including alignment with our core values and mission, as well as commitment to ethical business practices. Only funding requests that are in compliance with all applicable local, state, regional, national, and international codes, guidelines and laws will be considered.

Each year, Novocure together with the American Association for Cancer Research awards multiple grants aimed at supporting innovative research and accelerating the development of new treatment strategies. These collaborations have helped deepen the understanding of our therapy and identify its optimal use. 2022 was the 4th consecutive year awarding AACR-Novocure grants. Recipients of the AACR-Novocure Tumor Treating Fields Research Grants will receive a total of \$250,000 over two years.

We also support ongoing research of Tumor Treating Fields through our investigator-sponsored trial program. This enables physicians and institutions to conduct independent research on Tumor Treating Fields. Past investigator-sponsored trials have evaluated use of our therapy in new indications, novel combinations and new patient populations. As of February 28, 2023, 32 investigator-sponsored trials were ongoing.

2022 AACR-NOVOCURE TUMOR TREATING FIELDS RESEARCH GRANTS

Wafik El-Deiry, M.D., Ph.D., FACP;

Brown University;

Integrated Stress Response induction by TTFIELDS + ONC201 in cancer treatment

Matthew R. Sarkisian, Ph.D.;

University of Florida;

Improving TTFIELDS Efficacy by Altering

Ciliogenesis in cancer treatment

Stuart Smith, Ph.D.;

University of Nottingham;

Combining Tumor Treating Fields with Ion Channel Blockade

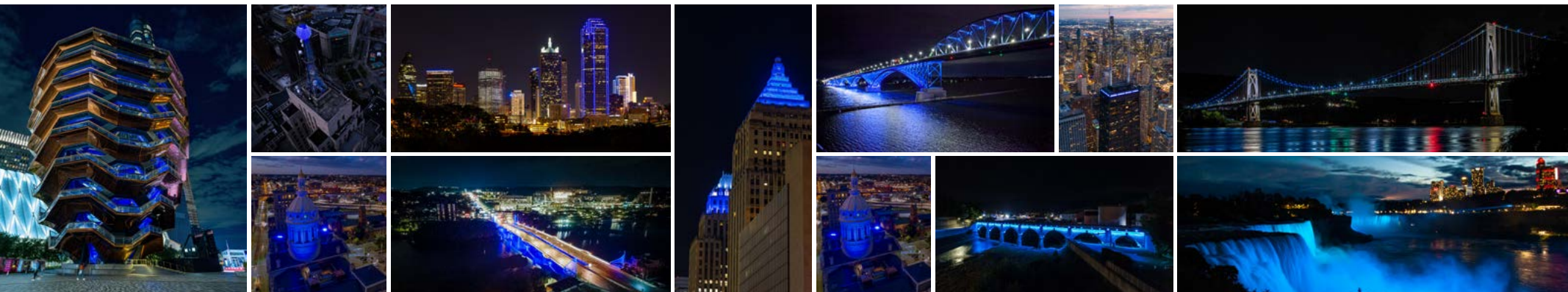


charitable giving

Novocure supports direct contributions to organizations and events that support underserved or communities in need and align with our core values. We have a dedicated group of employees focused on community involvement efforts across the communities where we live and work. These employees are empowered to identify organizations and charitable events within our communities where Novocure can provide support. In addition to Charitable Contribution Review Committee members, employees can submit charitable contribution proposals to the committee for review.

In 2022, the Committee approved 35 charitable or non-profit organization donations in the United States with a total amount exceeding \$800,000. In addition to our financial contributions, Novocure sponsors a number of charitable contribution events for employees, supporting causes such as Project Renewal, Conquer Cancer, St. Jude’s Children Research Hospital, Big Brother Big Sister, and Sebastian Strong.

LIGHT THE WORLD BLUE INITIATIVE AS PART OF MESOTHELIOMA AWARENESS DAY



advocacy

We value the opportunity to stand alongside our patients, caregivers, families and advocacy organizations around the world to raise awareness and build community for those diagnosed with aggressive cancers. Throughout the year, we engage with a variety of advocacy groups that share our patient-forward vision. We believe that partnering with advocacy groups helps to raise awareness and share the experiences of patients, caregivers and healthcare providers while enabling greater support and education across the oncology community.

We collaborate with global, national and regional patient groups and professional organizations to address unique and communal patient needs. Through purposeful, action-oriented partnerships, we strive to address and advance health equity, inclusivity and education. Our partnerships with patient advocacy organizations help patients and their loved ones navigate the complexities surrounding a cancer diagnosis. These organizations support patients by offering educational resources, building strong communities and offering additional supportive services.



advocacy case study

LUNG CANCER AWARENESS MONTH

At Novocure, we believe that no one living with a cancer diagnosis should go through it alone and we are inspired by our patients and advocacy partners around the world in their dedication to redefine living with cancer.

Lung Cancer Awareness Month (LCAM) takes place every November. This year, Novocure launched an inaugural advocacy campaign across our social media platforms with the goal to join the united lung cancer community, amplify the patient voice and empower individuals affected by a lung cancer diagnosis.

Novocure showcased a series of video conversations with advocacy leaders to understand the significance of LCAM, health equity, how the stigma of a lung cancer diagnosis has shifted over the years and the importance of shared decision making between a patient and their healthcare provider. We encouraged patients and caregivers to connect with global lung cancer advocacy groups like GO2 Foundation and Roy Castle Lung Cancer Foundation for trusted resources throughout their evolving journey. We highlighted the impactful work advocacy groups do to improve access to care and treatment, shape clinical trial design and evolve healthcare delivery.

Simultaneously, Novocure encouraged users to visit our website to learn more about our patient-forward mission and the resources available to help navigate a diagnosis. We also drove internal engagement and rallied support from Novocure colleagues by posting meaningful content on Flow, our global social intranet and engagement platform.

LCAM provided an important time to reflect on how we are supporting people living with cancer, their caregivers and loved ones. In November and beyond, we remain committed to our patient-forward vision of aspiring to make a difference in cancer.





sustainable workplaces

We are committed to reducing the environmental impact of our operations when possible. We utilize a variety of technology intended to increase the sustainability of our workspaces and decrease our consumption and waste. LED lighting systems, motion-activated lights, energy-efficient cooling walls and appliances and electric vehicle charging stations are some of the technologies that we have adopted in our global facilities.

Through Novocure’s unique business model, we engage directly with our patients, often in their homes or in physician’s offices. This is especially true during the early months of therapy, when patients are still integrating Optune into their lives. The direct engagement of our Device Support Specialists (DSS) with patients is paramount to our business, mission and culture. To reduce the environmental impact of our DSS vehicle fleet, we are in the process of transitioning from internal combustion engines to hybrid vehicles. In 2022, we acquired 30 hybrid vehicles to replace internal combustion vehicles and will continue this effort in 2023.

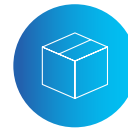


Chip MacDonald, Associate Director, Global Project Management

We follow international guidelines for the disposal of electronic waste and, where applicable, we also follow more stringent local laws and regulations. Our efforts to minimize our carbon footprint, reduce transportation and travel, and protect valuable natural resources while operating a global business include:



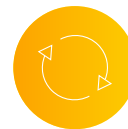
sourcing most of our packaging material locally



re-using shipping boxes when possible

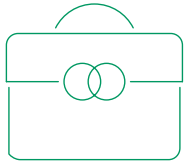


using virtual communication and collaboration platforms and offering remote patient support to minimize travel



re-using or repurposing, as appropriate, returned or unused equipment in accordance with relevant safety standards

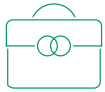
For example, all electronic waste from our United States Operations Center, including scrapped equipment, unused arrays and florescent bulbs, is recycled through a local partner that is ISO 14001 and ISO 9001 certified. At our Global Operations Center, we recycle all relevant materials in accordance with our established safety, health and environmental standard operating procedure.



corporate governance & compliance

Novocure is committed to being a leader in corporate governance and compliance across verticals and geographic regions.

- ESG Oversight
- Board of Directors
- Compliance
- Code of Conduct
- Integrity Hotline
- Ethical Interactions with Healthcare Professionals
- Bribery & Corruption
- Clinical Trials
- Public Policy
- Data Security



CORPORATE GOVERNANCE & COMPLIANCE

We are committed to engaging with and receiving feedback from all of our stakeholders, including our shareholders.

We proactively seek out, engage with and solicit feedback from our shareholders and consider their independent oversight of management and our long-term strategy to deliver value. As part of our commitment to constructive engagement practices with shareholders, we evaluate and respond to the views voiced by our shareholders. This ongoing dialogue has led to enhancements in areas such as corporate governance, ESG practices, and executive compensation activities, which we believe are in the best interests of our business and stakeholders, including patients, caregivers, shareholders and employees.

ESG oversight

The Nominating and Corporate Governance Committee of the Board of Directors oversees our ongoing ESG strategy, activities and disclosures. This committee receives quarterly updates from Novocure leaders on all ESG-related activities, including disclosures. In 2022, executive oversight of our ESG strategies was transitioned and consolidated under the Chief Financial Officer, who leads the ESG Management Committee. This committee engages with function leaders across the business to identify areas for improvement in service of creating a more equitable, sustainable and compliant culture.





corporate governance highlights

80%

OF OUR BOARD MEMBERS ARE INDEPENDENT

58.6

AVERAGE AGE OF DIRECTORS

6.9

AVERAGE TENURE OF DIRECTORS

30%

OF OUR BOARD MEMBERS IDENTIFY AS WOMEN

70%

OF DIRECTORS HAVE INTERNATIONAL EXPERIENCE

30%

OF DIRECTORS HAVE EXPERIENCE AS A PUBLIC COMPANY CEO OR EXECUTIVE CHAIR IN THE PAST FIVE YEARS



HIGHLY QUALIFIED DIRECTORS REFLECT BROAD MIX OF BUSINESS BACKGROUNDS, SKILLS AND EXPERIENCES



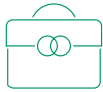
Pritesh Shah, Chief Growth Officer

Best Practices	Independence	Accountability	Shareholder Protections
<ul style="list-style-type: none"> Shareholder engagement program Board oversight of ESG Board oversight of corporate strategy and risk Stock ownership guidelines for executive officers and directors Orientation program for new directors Continuing education for directors Periodic Board refreshment Anti-hedging and anti-pledging policies 	<ul style="list-style-type: none"> Separate Executive Chairman of the Board and CEO positions 78% of our Board members are independent All committee members are independent Independent Lead Director with defined responsibilities 	<ul style="list-style-type: none"> Annual Board and Committee self-evaluations Clawback policy Director resignation policy Annual CEO evaluation by independent directors 	<ul style="list-style-type: none"> One vote per share No poison pill No dual-class common stock Annual election of directors



corporate governance highlights (cont.)

Summary of Experience, Qualifications, Attributes and Skills	Independent								Non-independent	
	Jeryl Hilleman	David T. Hung	Kinyip Gabriel Leung	Martin J. Madden	Allyson J. Ocean, M.D.	Timothy J. Scannell	Kristin Stafford, CPA	William A. Vernon	Asaf Danziger	William F. Doyle
Public Company CEO/Exec. Chair (past 5 years)		✓							✓	✓
Senior Executive Leadership	✓	✓	✓	✓		✓	✓	✓	✓	✓
Commercial		✓	✓		✓	✓	✓	✓	✓	
Corporate Governance	✓	✓	✓		✓	✓	✓	✓		
Cybersecurity										
Financial Literacy	✓			✓		✓	✓			✓
International	✓		✓		✓	✓	✓		✓	✓
Pharmaceuticals/Medical Device	✓	✓	✓	✓	✓	✓		✓	✓	✓
Product Development		✓	✓	✓	✓			✓		✓
Risk Management	✓			✓	✓		✓	✓	✓	
Planned Committee Membership										
Audit	Chair			✓		✓				
Compensation			✓	✓			✓	Chair		
Nominating and Corporate Governance		✓	✓		✓	Chair				



compliance

We are committed to acting with integrity and within the bounds of ethical and legal guidelines at all times. Regardless of job function, seniority level or geographic region, we expect all Novocure team members to conduct their individual work in accordance with all relevant laws, regulations, industry guidance and Novocure policies. This is not only expected, but is also critical to advancing our patient-forward mission, for our success and for our reputation.

Novocure's compliance program is designed to proactively identify and remediate risk through a variety of activities that support legal and ethical conduct through the company. The Chief Compliance Officer oversees the administration and implementation of Novocure's Global Compliance program.

code of conduct

We believe it is imperative, and key to our sustained success, to act with integrity in all aspects of our work. This principle guides our behaviors beyond just complying with all applicable laws and regulations, but in taking ethical actions in all circumstances. Our Code of Conduct provides a foundation of principles that guide ethical business decisions. The Code of Conduct is supplemented by policies and procedures, which provide specific functional requirements and guidance based on local laws and regulations relevant to an employee's job.

The standards laid out in our Code of Conduct apply to all Novocure employees, officers, directors and anyone conducting business on Novocure's behalf, such as contractors, consultants and distributors.



Adewale Kalejaiye, Warehouse Operator, **Asaf Danziger**, CEO, **Roman Auriol**, Manager 3PL EMEA and Zai Operations

All governed parties and employees are responsible for annually reviewing and complying with the Code of Conduct. The Code of Conduct is reviewed and updated at regular intervals, as needed. Any material changes to the Code of Conduct require approval by the Nominating and Corporate Governance Committee of the Board of Directors.



integrity hotline

We believe that acting with integrity means always being truthful, accountable and acting ethically. If employees believe they have observed or experienced any conduct that violates the Code of Conduct or other Novocure policies or procedures, we provide multiple avenues to report potential violations. This includes reporting to direct or indirect line management, senior executives, human resources, compliance or legal departments.

In cases where an employee may feel uncomfortable reporting to these parties, we also provide an integrity hotline. This hotline can be accessed via a toll-free telephone number and web portal where employees or third parties may make reports regarding potential violations of Novocure standards, laws, regulations, rules or other ethical issues. The hotline is available 24 hours a day, seven days a week. Novocure treats all reports confidentially to every extent possible, consistent with reasonable investigation and appropriate action.

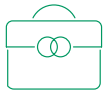
All reports are reviewed to confirm whether further investigation is warranted and to determine the appropriate response. Investigators strive to conduct each case with impartiality, competence, honesty, fairness, timeliness, thoroughness and confidentiality. Novocure respects the rights of all parties involved in potential misconduct and will handle all reports with discretion. If the investigation reveals that inappropriate conduct has occurred, management will take prompt and effective remedial action. Such measures are designed to put an immediate stop to any such conduct as well as to prevent such conduct from reoccurring.

ethical interactions with healthcare professionals

We have a responsibility to ensure that our interactions with healthcare professionals, patients and other customers are ethical and beyond reproach. We will not attempt to influence a healthcare professional, patient or customer through improper inducement. When interacting with health care professionals and/or patients, our adherence to ethical standards and compliance with applicable laws is critical to our ability to preserve our reputation and to continue collaborating with health care professionals to serve our patients.

All interactions with health care professionals are guided by relevant laws, regulations and industry standards; national and regional industry and professional association codes; and Novocure's policies and procedures relating to interactions with health care professionals. All communications with healthcare professionals should be truthful, accurate, substantiated, scientifically rigorous and consistent with local law. Any promotional materials and messages distributed to healthcare professionals should be on-label, accurate, fairly balanced, scientifically rigorous and consistent with local law. Promotional messages and materials should not be incomplete, exaggerated or misleading, either directly or by implication. All promotional materials must be reviewed and approved by the legal department and in accordance with local law and policies.

We follow the AdvaMed Code of Ethics when interacting with healthcare professionals practicing in the United States, the Medtech Europe Code of Ethical Business Practice when interacting with health care professionals practicing in Europe, and The Japanese Fair Trade Commission when interacting with healthcare professionals practicing in Japan. For interactions with any healthcare professionals in countries and/or regions outside of those listed, we follow the applicable laws and regional industry and association codes governing such interactions. All employees who interact with healthcare professionals are expected to read, understand and comply with Novocure policies governing such interactions.



bribery and corruption

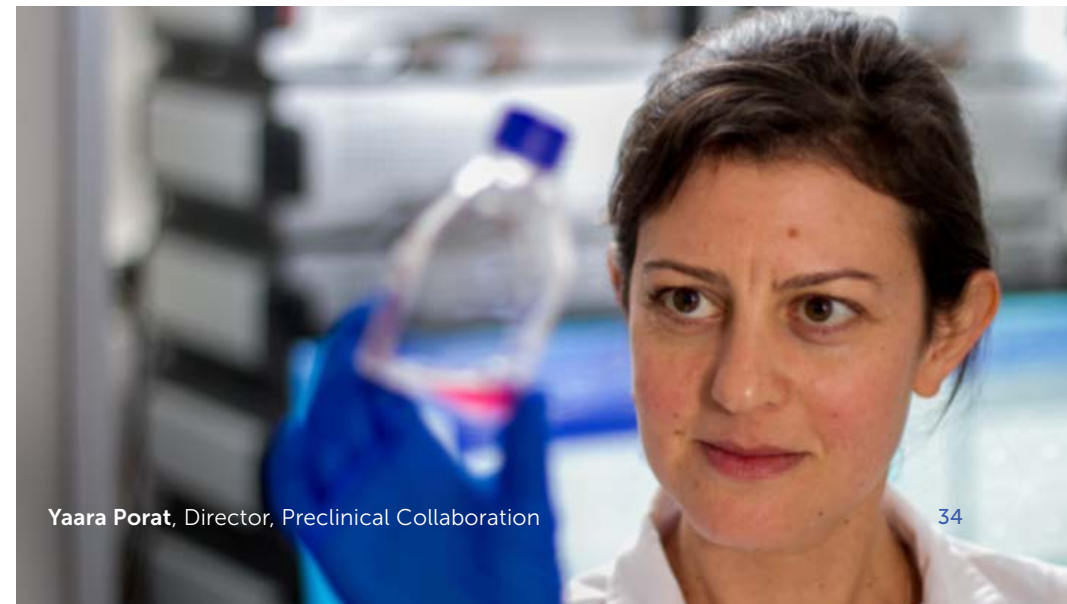
In addition to provisions included in our Code of Conduct, all Novocure employees are governed by our Anti-Corruption Policy to ensure ethical business dealings in compliance with all laws worldwide regarding anti-corruption and bribery. Our policy promotes compliance with, but not limited to, the United States Foreign Corrupt Practices Act and regional anti-corruption laws of every country in which we operate.

Our policy describes a bribe as anything of value given in an attempt to affect a person's actions or decisions in order to gain or retain a business advantage. Corruption is defined as the misuse of a public office or power for private gain or the misuse of private power in relation to business outside the realm of government. A kickback is defined as payment of anything of value including return of sums already paid or waiver of monies due to any third party, including a healthcare professional or government official, as compensation or reward for providing favorable treatment to another party.

Our policy prohibits employees or any third party (including any joint venture partner or consortium partner, any entity with which Novocure has a collaboration or license agreement, any entity with which Novocure shares equity in another equity or any non-employee individual or entity paid by Novocure that may reasonably be expected to deal with healthcare professionals or government officials on Novocure's behalf) from giving, offering, promising or accepting – directly or indirectly – any bribe, kickback, facilitation payment or other advantage or anything of value. This includes interactions with healthcare professionals and government officials and for the purpose of improperly obtaining or retaining business, securing a business advantage, or influencing any other decisions or action by the recipient that benefits Novocure's business. Novocure does not tolerate any of these actions, regardless of local customs or traditions.

clinical trials

We are committed to ensuring the safety of the patients and volunteers who take part in our clinical trials, and to upholding the highest ethical, scientific and clinical standards in all of our research initiatives worldwide. All Novocure-sponsored clinical trials are designed and conducted in accordance with applicable laws and regulations as well as recognized medical and ethical standards. Our policies and procedures are intended to ensure Novocure's respect for the health, well-being and safety of research participants as well as for the culture, laws and regulations of the countries in which studies are conducted. These include, but are not limited to, policies and procedures to obtain patients' free, prior and informed consent; to receive and record patient safety feedback; and to monitor and audit ongoing clinical trial sites, as needed.





public policy

We are committed to complying with all election and campaign contribution laws. Accordingly, we prohibit the use of corporate funds, facilities or resources for political purposes, except as permitted in compliance with campaign finance law. Personal contributions of time and/or money to political parties, campaigns and candidates may not be conducted on company premises or during company work time. Exceptions to this policy may be made with prior approval from our General Counsel in consultation with our Chief Executive Officer and Chief Financial Officer.

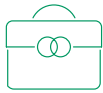
data security

As a medical device manufacturer that directly interacts with both healthcare professionals and patients, we recognize data privacy and security as a fundamental imperative. We are committed to being transparent about our collection, storage and use of data, and we offer people meaningful choices about how their data is used.

We are among the few medical device companies to obtain both ISO 13485 and ISO 27001 Certifications, demonstrating our commitment to data security and privacy. In addition to our commitment to secure our customers' and patients' data, as well as intellectual property, we work to ensure our supply chain meets or exceeds our high standards.

We understand that supply chains pose increasing risks from cybersecurity threats. Novocure continues to address risks originating from and directed at supply chain vendors. Cybersecurity threats to supply chain are accounted for during risk assessments by Novocure. This analysis takes into account the type and amount of data being accessed and the supplier's ability to employ and maintain cybersecurity health and is verified through third-party assessments and certifications.

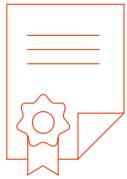
Supply chain vendors are monitored to ensure that risks remain mitigated and mechanisms are in place to allow for reporting and tracking of any supplier cybersecurity events. Data security requirements are also included in all key vendor contracts. All vendors that handle personal information are required to provide appropriate protection in accordance with our policies and applicable regulations and laws.



We have dedicated privacy and security officers and committees with established processes to identify and investigate all potential privacy and security incidents. As a medical device manufacturer with a global presence, we are compliant with privacy laws and regulations in all jurisdictions where we conduct business. These include the European Union General Data Protection Regulation (GDPR), Health Insurance Portability and Accountability Act (HIPAA), California Consumer Privacy Act (CCPA), California Privacy Rights Act (CPRA), and applicable local data security laws. We have a strong commitment to the privacy and security of personal data in all of our regional areas of operation. In 2022, we did not have any material privacy or security breaches.

We are externally audited and tested by top information security firms, including through regular penetration testing. We regularly test our employees' understanding of data security and privacy practices and require routine trainings on the importance of cybersecurity. We provide quarterly cybersecurity updates to the Audit Committee of our Board of Directors, which is responsible for overseeing these matters.

We reinforce our commitment to a strong cybersecurity culture through security training and awareness programs. Education on topics such as data security, privacy practices, email and mobile security and tailored topics such as secure programming for developers make our employees aware of the need to make good security decisions. Our goal is to promote a culture of security and impress upon our employees that everyone has a part to play in securing corporate data and systems.



quality & safety

Novocure is committed to developing, designing and providing safe and high-quality products that meet or exceed our customer requirements and expectations.

- Healthcare Laws and Regulatory Requirements
- Product Quality & Safety





QUALITY & SAFETY

Ensuring the high quality and safe use of our devices is paramount to providing effective care to our patients both now and in the future.

We have implemented robust compliance, quality and safety measures, as well as regular review and mitigation processes to ensure our effective performance in these key areas of focus.

healthcare laws and regulatory requirements

As a global oncology company, we are subject to local, state and federal rules and regulations in a number of regions. These rules and regulations are designed to protect patients, caregivers and consumers, improve the quality of treatments and services provide and help eliminate fraud or improper action. These rules and regulations govern a variety of subject matters in which we are active, including but not limited to, the development, manufacturing, distribution, marketing, government contracting, sale and promotion of our products. We are committed to abiding by all laws, rules and regulations governing our device in the markets in which we are active. In the event that local laws or regulatory requirements differ from those of the United States, the stricter set of laws and regulatory requirements are generally adopted.

Additionally, Novocure is committed to abiding by all regional laws, rules and regulations governing our marketing activities. In conjunction with internal policies, all Novocure employees are governed by our Code of Conduct. On an annual basis, all employees are required to review, and comply with the Code of Conduct. Employees are also required to review, certify understanding of and comply with additional policies and



procedures pertinent to individual functions. These policies and procedures govern off-label use of our products and interactions with healthcare professionals. All employees performing roles within the sales, marketing, medical and regulatory functions are required to complete additional training regarding label, promotional programs and other relevant topics.



product quality & safety

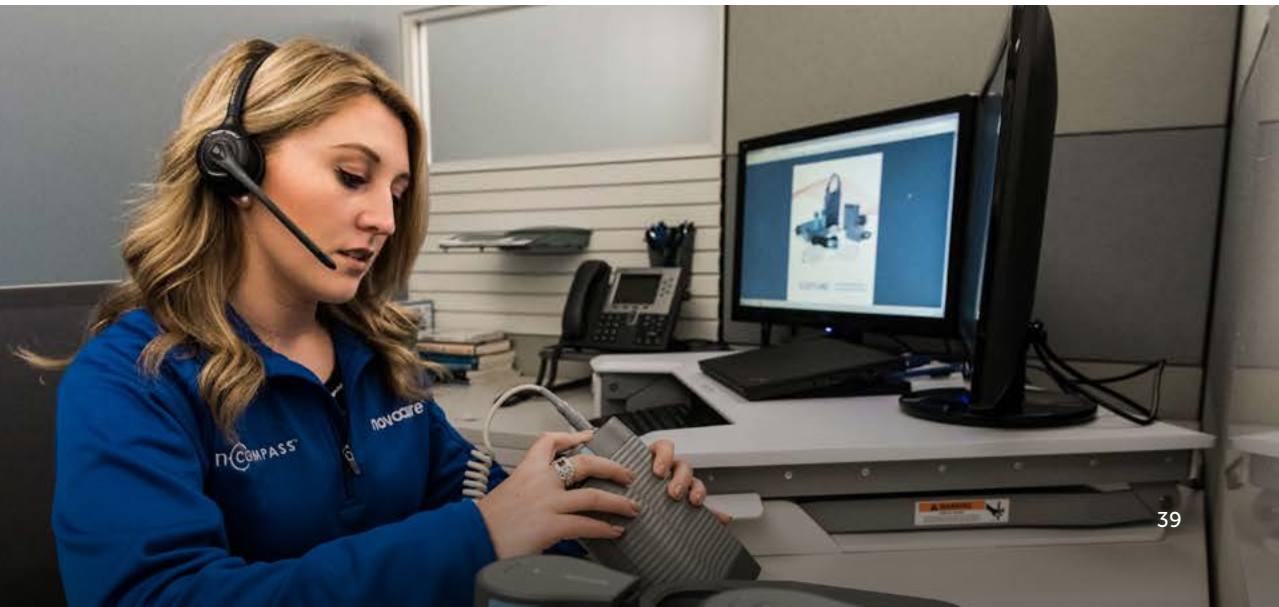
Novocure is committed to developing, designing and providing safe and high-quality products that meet or exceed our customer requirements and expectations. We have implemented robust compliance, quality and safety measures, as well as regular review and risk mitigation processes to ensure our effective performance in these key areas of focus. This commitment is essential to our mission of treating patients diagnosed with aggressive forms of cancer. The Nominating and Corporate Governance Committee of our Board of Directors oversees safety and regulatory functions.

We strive to be unsurpassed in these areas and have adopted a number of policies and procedures intended to ensure our practices follow all applicable laws and regulations and enable us to provide the safest possible experience for our patients. The policies and procedures we have installed are intended to fully comply with all applicable laws and regulations in the markets in which we are active and maintain the highest levels of safety and efficacy in the research, design, manufacturing, distribution and monitoring of our products.

We utilize a risk-based approach in managing company processes, quality objectives and continuous improvement. We believe our robust quality assurance efforts are imperative to pursuing our goal of treating patients diagnosed with some of the most aggressive forms of cancer. Our quality management system is designed to comply with the latest editions of a number of international standards including, but not limited to, ISO 13485, 21 CFR part 820, MDR regulation 2017/745, JPAL MHLW Ministerial Ordinance #169, ISO/IEC 27001 and ISO 14155.

Performance of our quality system processes is monitored through internal quality audits, regular quality reviews, and the evaluation and analysis of customer feedback. Additionally, our quality management system is reviewed by management at regular intervals to ensure its suitability, adequacy and effectiveness, and to identify possible failures or breakdowns, as well as areas for improvement. Actions necessary to address actual or potential problems and to improve the quality system are implemented through corrective and preventative actions and through quality objectives.

Kate Calderwood, Supervisor, Financial Coordination





In addition to holding ourselves accountable for the quality of our products and therapies, we also hold our suppliers and distributors accountable to ensure the quality of the products and services they provide. When processes that have the potential to impact product conformity are outsourced, special controls are implemented to ensure these processes meet Novocure standards. This includes evaluation and pre-qualification of suppliers (including quality agreements), assessment of subcontractors' manufacturing processes and quality management systems, monitoring of supplier quality performance and ongoing inspection of supplied products.

We are dedicated to providing timely and honest product information to patients, consumers, healthcare professionals and regulators worldwide to keep these stakeholders informed of the uses, safety, contraindications and side effects of our products. We actively monitor and evaluate adverse events associated with our products in clinical trials and our marketed products. To ensure we meet our worldwide safety reporting requirements, our employees are required to promptly report any adverse events or medical events associated with any of our products.

Novocure has implemented robust processes for reviewing, evaluating, investigating and maintaining complaints regarding devices marketed or licensed by Novocure, including those used in clinical studies and compassionate use and other expanded programs. We evaluate feedback from a variety of sources including, but not limited to, patients, physicians and healthcare providers, competent authorities, employees and medical literature. Our safety procedures ensure any relevant, reportable events are reported to appropriate health authorities.

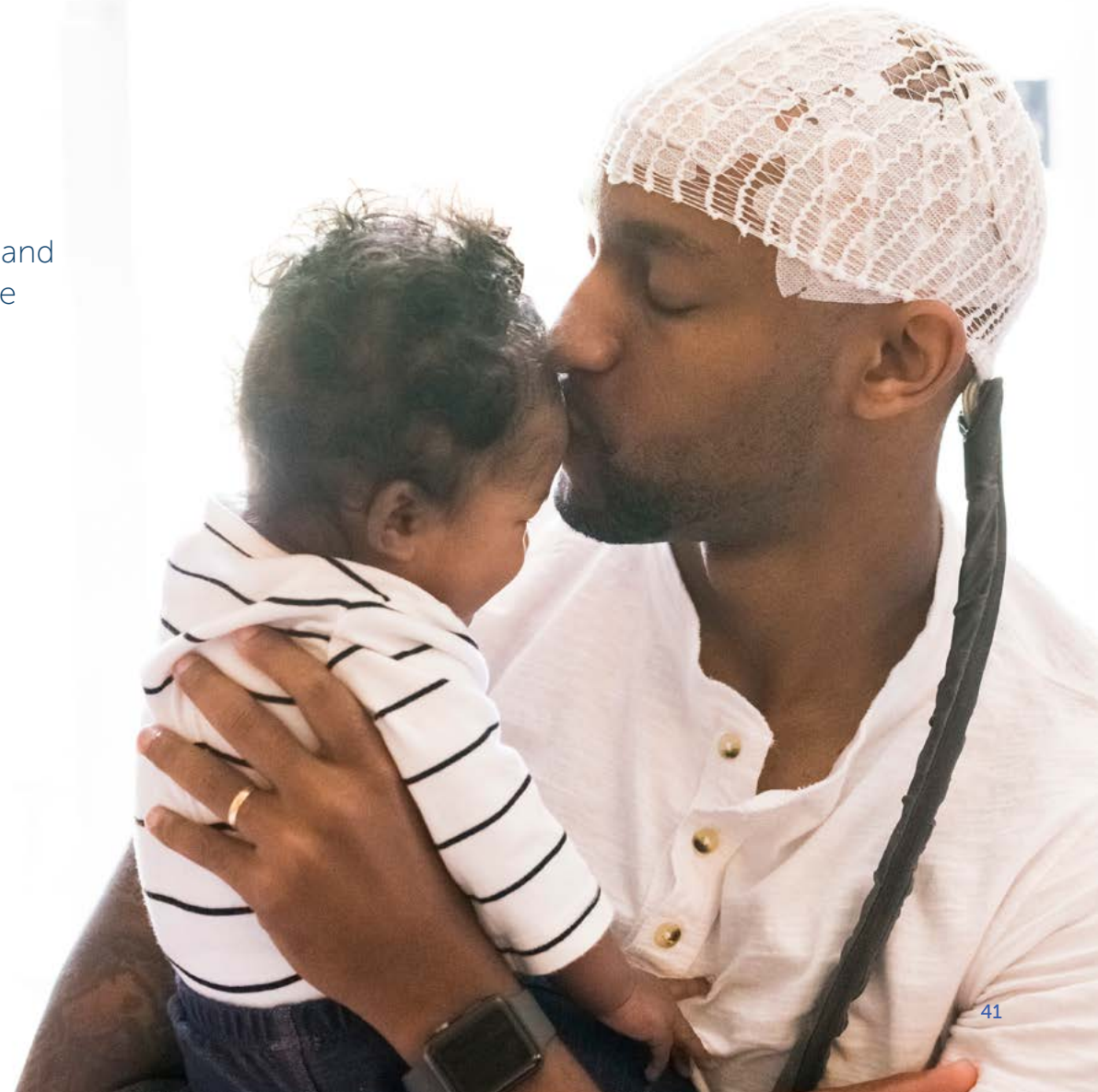
Safety feedback is also reported to and reviewed by the appropriate internal parties on regular intervals. This includes monthly, quarterly, and annual safety reports to senior management. Additional analyses are also done on a regular basis to highlight any variations in feedback that could be indicative of a safety trend. Monthly safety meetings are convened to review safety data with the Chief Medical Officer and senior managers from the medical affairs, medical safety, and clinical affairs teams. Additionally, we review global scientific and medical literature for potential medical complaints or safety signals to ensure all feedback, either direct or indirect, is considered in our reviews and analyses.



appendix

Additional resources to learn more about Novocure and our policies and procedures are available through the Novocure family of websites.

NOVOCURE RESOURCES [→](#)



Sustainability Accounting Standards Board (SASB) Index

MEDICAL EQUIPMENT AND SUPPLIES

	Metric	SASB Code	Notes
Affordability & Pricing	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	HC-MS-240a.1	Novocure has not implemented any price increase since 2014 when we received our dedicated HCPCS code and payment model as a frequently serviced DME. We do receive annual payment adjustments for Medicare Fee for Service patients based on the Consumer Pricing Index which CMS refers to as a Covered Item Update
	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Price information is communicated to customers through multiple channels; 1) all price information is disclosed to payers via invoices for patient treatment, billed charges and negotiated fees as part of a signed contract between the payer and Novocure; 2) all price information is disclosed to patients via service agreement which is reviewed and executed by patient's prior to the initiation of therapy.
Product Safety	Number of recalls issued, total units recalled	HC-MS-250a.1	Zero
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products data	HC-MS-250a.2	Zero
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	Zero
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-MS-250a.4	Zero
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.2	Zero

Sustainability Accounting Standards Board (SASB) Index (cont.)

MEDICAL EQUIPMENT AND SUPPLIES

	Metric	SASB Code	Notes
Product Safety	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	<p>Novocure employees may communicate with Healthcare Professionals ("HCPs") for the purpose of informing them about Company products, providing relevant scientific and educational information, engaging them in clinical trials and service arrangements and other similar activities. These communications are essential to the Company's success. All Company employees are accountable for communicating with HCPs in an ethical manner while maintaining compliance with laws, regulations, industry codes of conduct and related Company policies. An Employee's job function will determine the types of communications they are permitted to have with HCPs.</p> <p>Many employees (specifically Sales) are limited in what they may discuss with HCPs; generally, their communications with HCPs must be consistent with the FDA approved product label also referred to as the Instructions for Use ("IFU"). Employees serving in a scientific function, (i.e., Medical Affairs, Clinical, R&D Employees) may have scientific discussions that are outside of the approved label (e.g., deep science, data, study results, protocol development) but usually these discussions must be unsolicited (some exceptions may apply). Novocure publishes policies related to proper promotion and communications with HCPs in the different regions in which we conduct business. Additionally, Compliance training – either live or via LMS – is provided annually for those relevant employees.</p>
Product Design & Life Cycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	As part of the design control process, Novocure performs risk analyses intended to identify any potential risk to the patient due to unique material or chemical exposure and identify avenues to mitigate these risks. As part of these processes we consider biological hazards and use bio-compatible materials as a mitigation for this risk.
Product Design & Life Cycle Management	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	All of our durable equipment is reused after passing inspection. Equipment that fails during inspection is repaired and refurbished. Any equipment that is found to be unreparable is recycled.

Sustainability Accounting Standards Board (SASB) Index (cont.)

MEDICAL EQUIPMENT AND SUPPLIES

	Metric	SASB Code	Notes
	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	100% of Novocure and Tier 1 suppliers' facilities supplying medical products, are FDA registered and certified to ISO 13485:2016. They are all subject to audit by Novocure, the FDA, EU notified Body and other relevant healthcare authorities.
Supply Chain Management	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Novocure and its suppliers maintain traceability of all medical devices through the use of Unique Device Identifiers, and of components and materials through part and batch numbering processes.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Novocure has procedures in place to evaluate the level of risk associated with each material incorporated into our product design. The outcome of this process informs the Design Verification and Validation, as well as ongoing monitoring requirements.
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	Zero
Business Ethics	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Novocure ensures employees' interactions with healthcare professionals, patients and other customers are ethical and beyond reproach. Employees must never attempt to influence a healthcare professional, patient or customer through improper inducement. When interacting with healthcare professionals and/or patients, adherence to ethical standards and compliance with applicable laws is critical to preserve Novocure's reputation and to continue collaborating with healthcare professionals to serve the interests of patients. All interactions with health care professionals are guided by relevant laws, regulations and industry standards; national and regional industry and professional association codes; and Novocure's policies and procedures relating to interactions with healthcare professionals.
			All communications with healthcare professionals are truthful, accurate, substantiated, scientifically rigorous and consistent with local law. Any promotional materials and messages distributed to healthcare professionals should be on-label, accurate, fairly balanced, scientifically rigorous and consistent with local law. Promotional messages and materials should not be incomplete, exaggerated or misleading, either directly or by implication. All promotional materials are reviewed and approved by the legal department and in accordance with local law and policies. Novocure follows the AdvaMed Code of Ethics when interacting with healthcare professionals practicing in the United States, the Medtech Europe Code of Ethical Business Practice when interacting with health care professionals practicing in Europe and The Japanese Fair Trade Commission when interacting with healthcare professionals practicing in Japan. All employees who interact with healthcare professionals are expected to read, understand and comply with Novocure policies governing such interactions.

Sustainability Accounting Standards Board (SASB) Index (cont.)

MEDICAL EQUIPMENT AND SUPPLIES

Metric	SASB Code	Notes
Number of units sold by product category	HC-MS-000.A	Novocure does not sell devices to healthcare professionals, medical service providers, distributors, or patients.

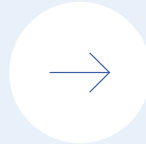
Novocure resources

our company

Corporate Website

<https://www.novocure.com>

To learn more about who we are



Corporate Governance

<https://www.novocure.com/corporate-governance/>

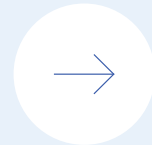
To learn more about our governance policies and procedures



Investor Relations

<https://www.novocure.com/investor-relations/>

To learn more about our financial performance



our therapy and medical devices

Tumor Treating Fields

<https://www.tumortreatingfieldstherapy.com/>

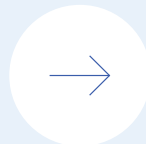
To learn more about our novel therapy



Optune

<https://www.optune.com/>

To learn more about our approved device for glioblastoma



Optune Lua

<https://www.optunelua.com/>

To learn more about our approved device for malignant pleural mesothelioma



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